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Research Memorandum 77-24



**A LONGITUDINAL STUDY OF RACIAL
CLIMATE IN AN INFANTRY DIVISION**

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U. S. Army

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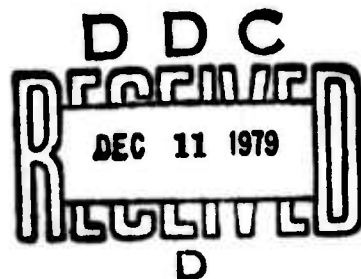
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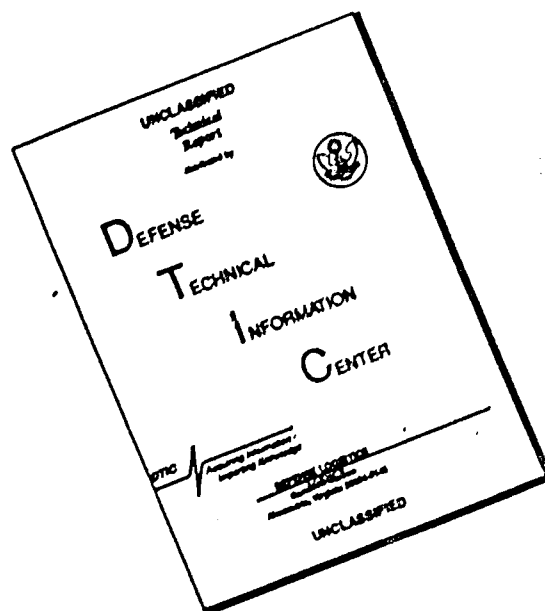
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IN AN INFANTRY DIVISION

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A LONGITUDINAL STUDY OF RACIAL CLIMATE IN AN INFANTRY DIVISION

There has been growing recognition over the past several years that the maintenance of adequate race relations in a unit is best performed and most appropriately performed as a command function. Thus, the day-to-day decisions that a unit commander makes regarding the operation of his unit must be guided by a knowledge of the racial climate in his unit and an appreciation of the effects his decisions might have on that racial climate. To make this possible, however, the commander needs continuing information about the current racial climate in his unit and the changes that occur in this climate over time. The Racial Attitudes and Perceptions Survey (RAPS)¹ was developed to meet this need. It provides the means by which a broad cross-section of a division's or an installation's personnel can be surveyed about racial conditions, and information can be gathered about the racial climate of that unit.

In the course of the development of RAPS and its initial use in the field² it was found to be a valid and reliable measure of racial attitudes and perceptions. However, because these administrations of RAPS occurred only once at each installation, questions have remained concerning RAPS' capacity to perform its primary intended function, i.e., to measure changes in racial climate across time. Recently, RAPS was used in a study examining changes in the racial climate of an infantry division in CONUS, and it became possible therefore to determine the RAPS' usefulness in a longitudinal situation.

This research memorandum is similar in content to the report that was submitted to the Division Command detailing the results of the RAPS administrations.

The intent here is to demonstrate the type of attitudinal and perceptual shifts that might be observed in typical RAPS data as well as to provide a working example of the types of analyses that might be applied to the data. The results presented in this paper are not to be construed as a norm against which future RAPS results should be compared. Each Army unit differs in composition, mission, geographic location, and history, and thus trends in race-related interests and concerns reflected in a unit's RAPS results will be largely peculiar to that installation or division. The only appropriate comparison that can be made with RAPS data collected in a given unit is the RAPS data collected in that same unit at some previous time.

¹Hiett, R. L., McBride, R.S., Fiman, B.G. Measuring the Impact of Race Relations Programs in the Military. McLean, VA: Human Sciences Research, Inc., March 1974. An ARI Technical Paper, The Racial Attitudes and Perceptions Survey (RAPS), is in preparation.

²Siebold, G. Report on the general results of the Racial Attitudes and Perceptions Survey given at Ft. Hood, TX. Arlington, VA: Army Research Institute, January 1975.

OBJECTIVES

In June, 1975 the Army Research Institute undertook the task of measuring the racial climate in the infantry division and of analyzing the longitudinal trends in this racial climate. Work on this task has to date consisted of two administrations of the Racial Attitudes and Perceptions Survey (RAPS) - a psychometric instrument specifically developed to measure racial climate at Army installations (See Appendix A). The first of these administrations occurred during the period June 1975 to July 1975; the second took place during the period July 1976 to August 1976. Specific objectives of the longitudinal study were as follows:

- a. To assess the current racial climate in the division.
- b. To identify present or emerging problem areas in the domain of division race relations.
- c. To determine what changes in race-related attitudes and perceptions had occurred over the year.

METHOD

SAMPLE

Individuals were selected for inclusion into the 1975 and 1976 samples by means of a SIDPERS computer program which randomly selected individuals from the division permanent party rosters. Original plans called for a five percent random sample of division permanent party personnel for each of the annual surveys, but the usual forms of subject attrition (e.g., TDY, PCS, ETS, AWOL, etc.) resulted in samples that were somewhat smaller than anticipated. A 3.0 percent sample was obtained in 1975 (total sample size = 501) and a 4.3 percent sample was obtained in 1976 (total sample size = 796). In order to determine whether the mentioned forms of attrition had reduced the representativeness of these samples, their racial/ethnic composition was compared to that of the entire division, as determined by the SIDPERS Quarterly Reports for the appropriate periods. The data for this comparison is presented in Table 1. These data show that for each of the two years, the sample contained an underrepresentation of Whites and an increasing overrepresentation of nonblack minority personnel. However, this difference is a fortunate one because without this overrepresentation there would not have been a sufficient number of subjects in these nonblack minority groups to permit a statistical analysis of their responses. Thus, whenever an average score for the entire sample is presented in this report, it is slightly biased in the direction of being overly influenced by the nonblack minority viewpoint.

Table 1

COMPARISON OF RAPS SAMPLES' RACIAL/ETHNIC COMPOSITION AND THAT OF THE
7TH DIVISION AS DETERMINED BY SIDPERS DATA

<u>1975</u>		
<u>Racial/Ethnic Group</u>	<u>% in Sample</u>	<u>% in Division</u>
White	52.5	63.2
Black	29.3	27.5
Spanish-American ^a	6.7	3.7
Pacific ^b	3.6	1.6
Other ^c	7.9	4.0

<u>1976</u>		
<u>Racial/Ethnic Group</u>	<u>% in Sample</u>	<u>% in Division</u>
White	51.9	67.1
Black	25.9	23.8
Spanish-American	9.2	3.3
Pacific	4.0	1.5
Other	9.0	4.1

a Spanish-American = Cuban, Mexican-American, Puerto Rican

b Pacific = Filipino, Guamanian, Hawaiian, Samoan

c Other = Aleut, American Indian, Chinese, Japanese, Korean, Other

Comparisons were also made between the 1975 and the 1976 samples with regard to their composition by racial/ethnic group and by rank. This was done to insure that differences in RAPS responses between these two samples could not be attributed to differences in these samples' compositions. This comparison revealed that the two samples were highly similar in composition, permitting direct cross-sample comparisons.

DESCRIPTION OF THE SURVEY INSTRUMENT

The Racial Attitudes and Perceptions Survey (RAPS) is divided into two main sections: the Racial Perceptions Inventory (RPI) and the Incidence of Discriminatory Behaviors (IDB). These two sections differ in the level of abstraction at which they measure racial attitudes and perceptions. The RPI measures generalized racial attitudes and perceptions independent of any installation's racial climate. The IDB, in contrast, attempts to measure individuals' perceptions of discriminatory behavior occurring on the specific installation at which the RAPS is administered. It does this by asking subjects to report the frequency with which various racially-related incidents and practices occur at the installation.

The RPI section contains measures of four race-related attitudes and perceptions. These are:

- (1) Perceived Discrimination Toward Blacks (PDB) - Perceptions of the amount of racial discrimination in the treatment of black personnel in specific areas of military life.
- (2) Attitudes Toward Racial Interaction (ATI) - The attitude of being favorably or unfavorably oriented toward interaction with people of different races both in the military and in society in general.
- (3) Feelings of Reverse Racism (FRR) - The perception that Whites are threatened by or fearful of Blacks and that Black personnel are treated more favorably than white personnel.
- (4) Racial Climate (RC) - The perceptions of the quality of race relations in the Army and of the Army's level of commitment to racial harmony.

Like the RPI, the IDB is also divided by content into four sub-sections of items. These sub-sections are:

- (1) Racial Harassment - Items in this group reflect verbal abuse or physical intimidation toward members of other racial groups.
- (2) System Treatment - This section contains items dealing with the occurrence of discrimination directed toward Whites and Blacks at different facilities on the installation.

(3) Supervisory Treatment - This group of items inquires into the incidence of discrimination by supervisors toward subordinates of a different race.

(4) Self-Segregation - These items measure the degree to which personnel associate strictly with members of their own race.

In summary, then, the overall structure of the RAPS can be outlined as follows:

Racial Perceptions Inventory (RPI)

Perceived Discrimination Toward Blacks (PDB)

Attitudes Toward Integration (ATI)

Feelings of Reverse Racism (FRR)

Racist Climate (RC)

Incidence of Discriminatory Behaviors (IDB)

Racial Harassment

System Treatment

Supervisory Treatment

Self-Segregation

RESULTS

RPI RESULTS

The four sub-sections of the RPI provided the scales according to which the subjects' responses were statistically analyzed. Each of the four scale scores is an index of a subject's pattern of responses to all the items contained in that particular RPI scale. Scores on these scales fall in a range of 20 to 100 and are interpreted in the following manner:

PDB - a high score reflects a high degree of perceived discrimination toward Blacks.

ATI - a high score reflects a highly positive attitude toward integration and interracial contact.

FRR - a high score indicates that reverse racism is perceived as being very prevalent.

RC - a high score indicates that race relations in the Army are perceived as very good and that the Army is seen as firmly committed to the principle of equal opportunity.

The average scale scores for the PDB, ATI, FRR and RC scales are presented according to racial/ethnic group for each of the two years in Table 2. Statistical analyses performed on these scores revealed the following:

Table 2

**RPI SCALE SCORES AS A FUNCTION OF RACIAL/ETHNIC GROUP
AND YEAR OF RAPS ADMINISTRATION**

<u>1975</u>				
<u>R/E Group</u>	<u>PDB</u>	<u>ATI</u>	<u>FRR</u>	<u>RC</u>
White	46.52	49.02	58.12	62.76
Black	61.30	48.30	47.82	62.26
Spanish-American	51.98	47.14	58.94	62.82
Pacific	52.84	46.14	57.62	63.92
Other	52.18	52.14	59.88	58.88

<u>1976</u>				
<u>R/E Group</u>	<u>PDB</u>	<u>ATI</u>	<u>FRR</u>	<u>RC</u>
White	45.22	48.40	63.42	63.26
Black	68.04	48.18	48.14	60.10
Spanish-American	54.20	44.90	60.50	64.84
Pacific	52.76	49.66	61.26	62.06
Other	52.76	49.74	60.00	61.22

Minimum Scale Score: 20
Midpoint of Scale: 60
Maximum Scale Score: 100

PDB. The significant differences in PDB scores between the different racial/ethnic groups that were observed in the 1975 results were maintained in 1976. Blacks continued to perceive more racial discrimination in the Army than any other group; Whites continued to see less than any other group; and the nonblack minority groups continued to take a position between that of the Whites and that of the Blacks. There were changes in these scores over the year, but the nature of these changes varied across the racial/ethnic groups. Blacks increased in their level of perceived discrimination; Whites and the non-black minorities did not change substantially. The nature of these changes can be more clearly seen in Figure 1.

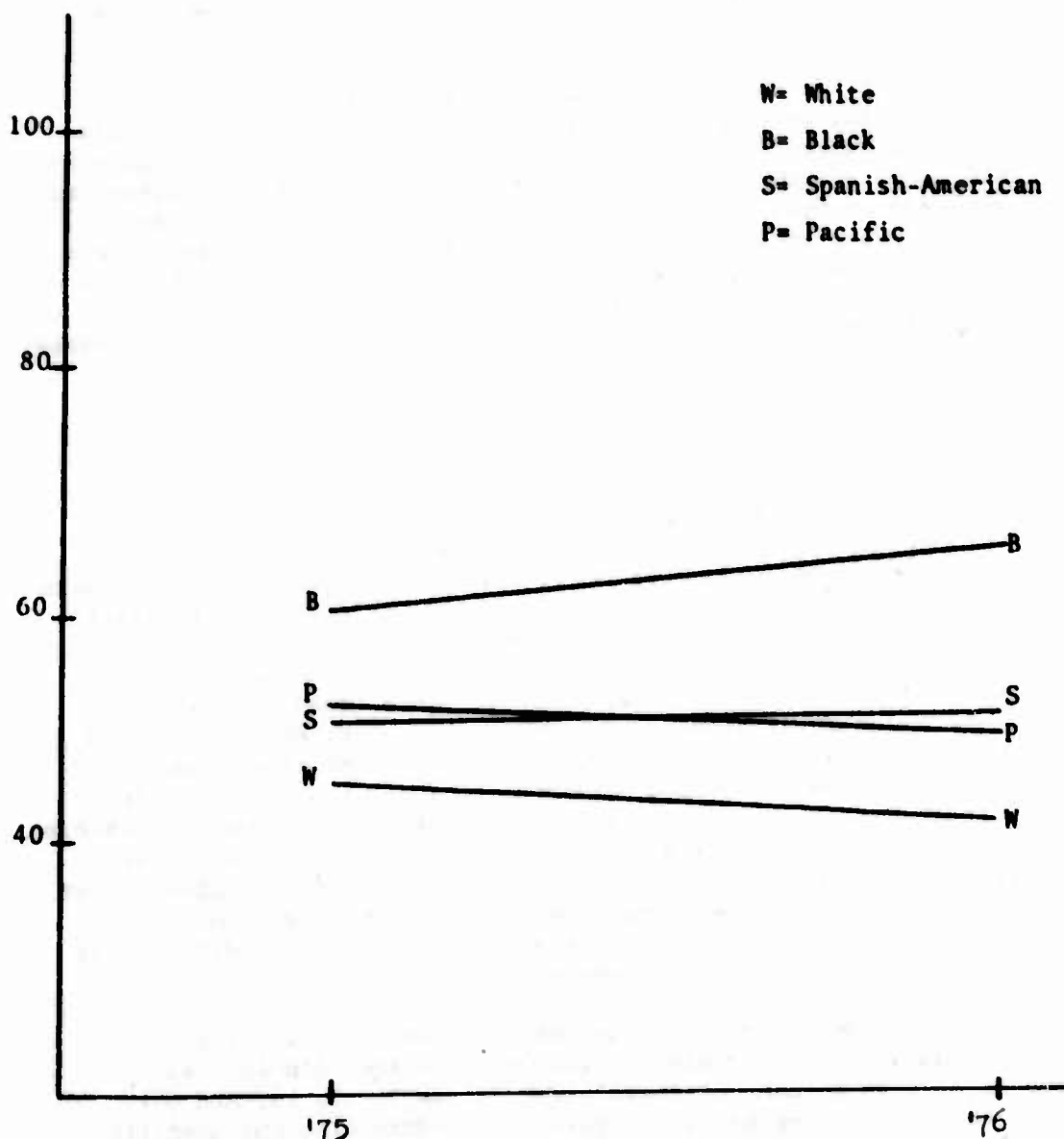


FIGURE 1. Changes in PDB scores as a function of racial/ethnic group.

One additional aspect of these scores may be noted with regard to the psychological meaning of these scales. The PDB score for Blacks in 1975 was almost precisely at the midpoint of the scale, which corresponds to a neutral response ("Neither agree nor disagree") typically being given to each PDB item. However, in the 1976 data the average Black PDB score has gone beyond this, extending into a range indicating a definite assessment that they are the targets of discrimination.

ATI. This increasing disparity of views regarding the prevalence of discrimination does not appear to have influenced soldiers' views concerning the desirability of racial interaction. There was no significant change in ATI scores across the one year period. Further, in neither year were there significant differences in scores between the racial/ethnic groups.

FRR. As with the PDB scores, there was evidence of increased polarization in the Feelings of Reverse Racism measure. These results can be seen in Figure 2. The average FRR score for Blacks was markedly lower than those for the other groups. Further, although no substantial change occurred in the black FRR scores over the year period, these scores did increase among the white and Pacific groups. The result was a widening gap between Blacks and Whites in the perception of the prevalence of reverse racism. The rate of polarization in this area is not as great as that for the perceptions of discrimination against Blacks.

RC. There were no significant differences among the racial/ethnic groups in their RC scores. Further, these scores remained stable across time.

Because of the potential importance of the increased polarization in the PDB and FRR scores between Blacks and Whites, an item-by-item analysis was performed on each of these scales (Appendix B). The results of the analyses performed on the PDB items revealed evidence of polarization in 54 percent of these items. More specifically, there were indications of increased polarization in responses to Items, 3, 6, 14, 23, 24, 32, 35, 38, 42, 45, 47, 52, and 56. These items deal with a broad range of issues, including supervisory behavior, educational and advancement opportunities and the administration of military justice. However, the one item that stood out from the rest with regard to the level of increased polarization was Item 6 ("Harsher punishments (Articles 15, courts-martial, etc.) are given out to Black offenders more than to white offenders for the same type of offenses."). Thus, it appears that there was an increasing disagreement between Blacks and Whites on the level of discrimination in several areas of Army life, but particularly in the areas of military justice covered in Item 6.

The item-by-item analysis of the FRR scale showed polarization to be less pervasive in this scale. Evidence of increased polarization existed in only 25 percent of these items (Items 2, 15, 18, and 60). However, these items are broadly phrased, not addressing any specific area of Army life.

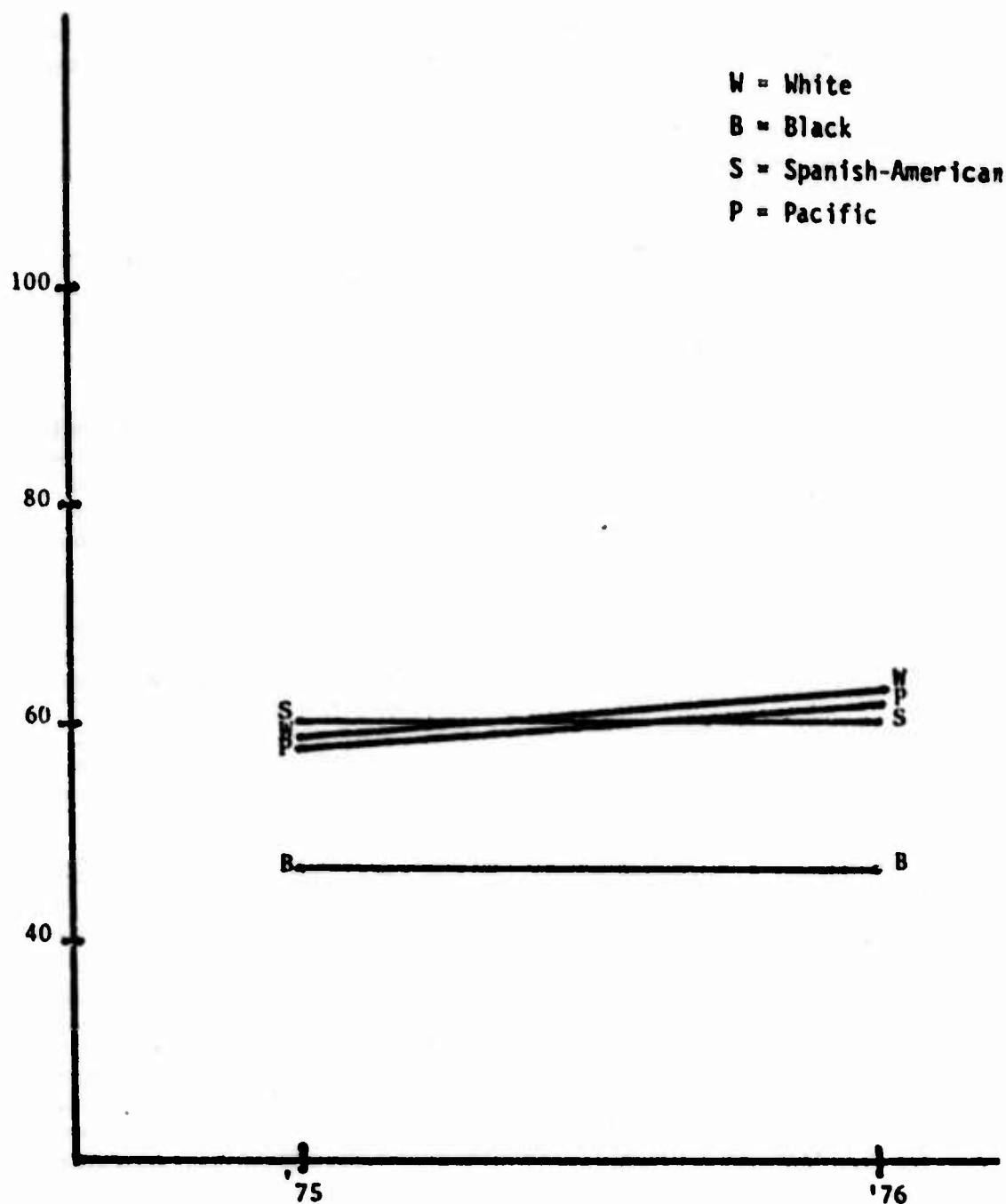


FIGURE 2. Changes in FRR as a function of racial/ethnic group.

IDB RESULTS

In accordance with the design and purpose of the RAPS, the results of the IDB portion of the instrument were analyzed on an item-by-item basis (see Appendix B). These analyses were aimed at identifying three types of items:

a. Items which reflected a significant increase or decrease in the perceived frequency of occurrence of the race-related behavior in 1976 as compared to 1975.

b. Items on which Blacks and Whites increasingly disagreed. The identification of these items was especially important insofar as it helped to isolate those problem areas underlying the increased polarization observed in the PDB and FRR scores.

c. Items which described behaviors for which there was a high reported frequency of occurrence. These items were important because they identified those race-related behaviors which were seen as being prevalent by the division population as a whole. To identify these items, an overall average response was calculated for each IDB item after merging the data for both years and for all racial/ethnic groups. For purposes of this analysis, a minimum average of 3.00 was used to identify those behaviors with a high reported frequency of occurrence. This value is at mid-point on a five-point scale on which "1" indicates that the behavior described in the items was seen as never occurring, "2" indicates that it seldom occurred, "3" indicates that it occurs sometimes and "4" and "5" indicate that the behavior was seen as occurring "Often" or "Very Often," respectively. These three analyses were performed on the responses to the items in each of the four IDB content areas (Racial Harassment, System Treatment, Supervisory Treatment, and Self-Segregation). The results of these analyses are as follows.

Racial Harassment (items measuring the extent of verbal abuse or physical intimidation directed at members of other racial groups). There was a decrease over the year period in the perceived incidence of the more inflammatory interracial behaviors. Thus, in comparison to 1975, Whites in the division were seen in 1976 as less frequently employing such blatantly racist expressions as "work like a nigger" (Item 91), and Blacks are seen as less frequently "getting together to harass or exclude Whites from facilities open to all" (Items 101, 102). However, there was an increase in the perceived frequency with which both Whites and Blacks tell racist jokes (Items 78, 111) and in the perceived frequency with which Whites make insulting remarks about the Black's preferences in food and hairstyles (Item 71).

The only Racial Harassment item on which there was a growing disparity of opinion between Blacks and Whites was Item 89 which deals with the use of expressions such as "Your people" by Whites when referring to Blacks. As Figure 3 shows, the Blacks' perception of how frequently these expressions were used increased; all other groups decreased in this estimation.

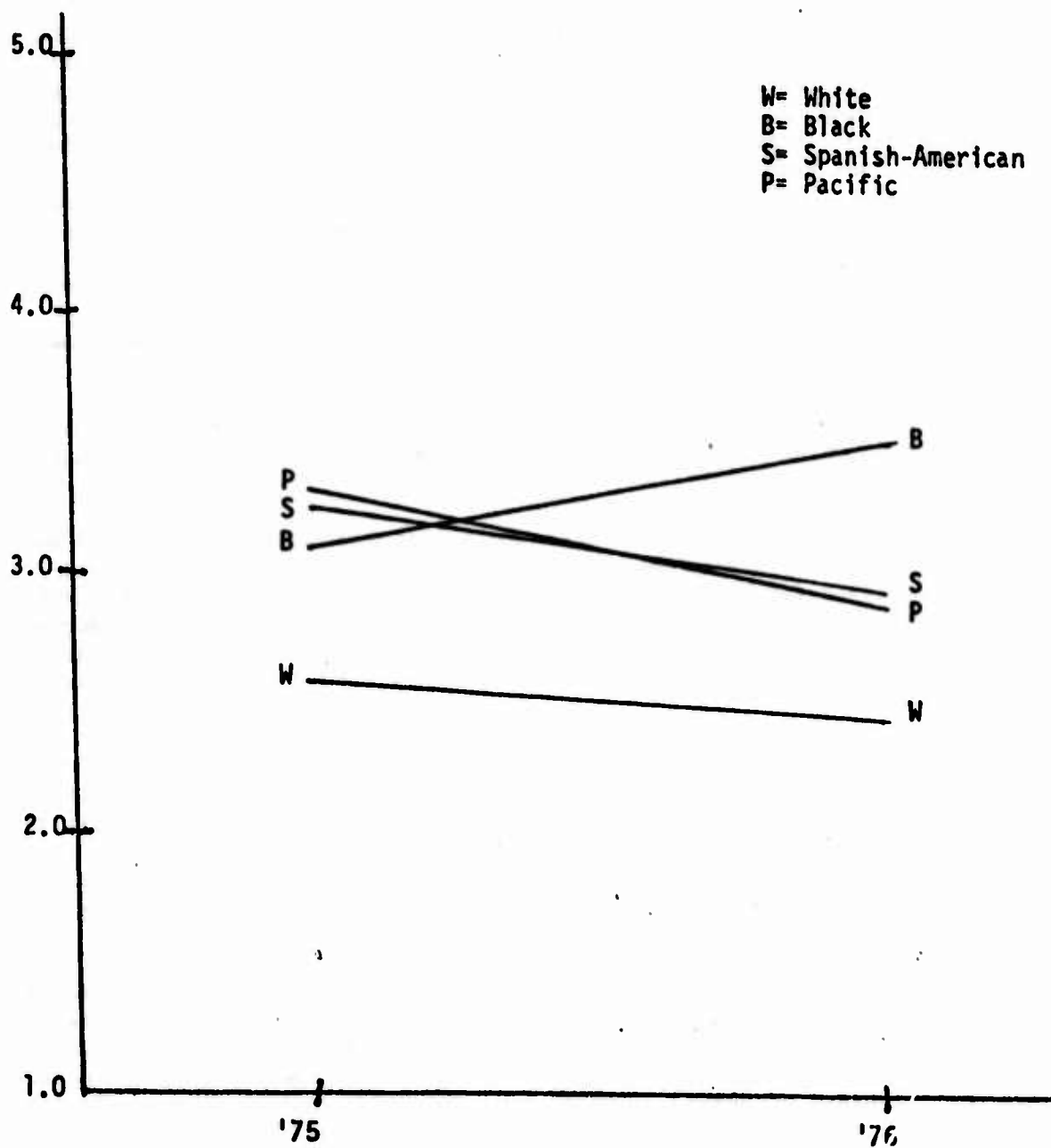


FIGURE 3. Responses to Item 89 as a function of racial/ethnic group and time.

This suggests either that Blacks are becoming more sensitive to the use of such expressions and therefore are more likely to notice them when they are used, or that nonblacks are becoming increasingly unaware of the negative connotation of such expressions and therefore are using them more frequently but noticing their use less frequently.

System Treatment (items dealing with discrimination toward Blacks and toward Whites at various post facilities). There was an overall decrease in the frequency with which both Whites and Blacks were seen as receiving discriminatory treatment at such facilities as the PX and commissary (Items 81, 109) and a decrease in the frequency with which Blacks "get away with breaking rules that Whites are punished for" (Item 107). Additionally, there was a decrease in the perceived incidence of Blacks being assigned less desirable housing (Item 106) and a concomitant increase in the perceived frequency with which Whites are assigned these less desirable quarters (Item 75). There was, however, an increase in the perceived frequency with which Blacks in various military offices show favoritism to other Blacks (Item 79). As shown in Figure 4, the increase in the perceived incidence of this practice occurred among all racial/ethnic groups except the Pacific sample. There was, however, growing disagreement between Whites and Blacks on the degree to which Whites engage in this same practice (Item 73). This is displayed in Figure 5.

Another item on which Blacks and Whites increasingly disagreed was Item 93 ("I see Whites getting away with breaking rules that Blacks are punished for"). As Figure 6 shows, Blacks increased in their estimate of how frequently this occurs, whereas all nonblack groups decreased in this estimate. This finding again points to the area of military justice as one which Blacks in the division increasingly see as discriminatory.

Supervisory Treatment (items dealing with discrimination by supervisors toward subordinates of a different race). Of all of the IDB groups of items, those Supervisory Treatment items which dealt with the discriminatory practices of White Army supervisors evidenced the greatest degree of increasing disagreement between Blacks and Whites. This increasing disagreement existed in approximately 65 percent of those items, or, more specifically, in Items 74, 76, 77, 86 and 95. A typical response pattern to these items can be seen in Figure 7. As can be seen, Blacks tended to increase in their estimation of the incidence of discrimination; Whites tended to decrease in this estimation. The content of these items covers several areas of supervisory behavior, ranging from the selection of individuals for training opportunities and for work details, to more general areas of leader behavior such as giving individuals credit for good performance. Because these items don't have any one particular area of leader behavior in common, it appears that these results arise from a growing perception by Black personnel that White supervisors are discriminatory in general and a decrease in this perception among white personnel. This trend did not exist, however, in the corresponding

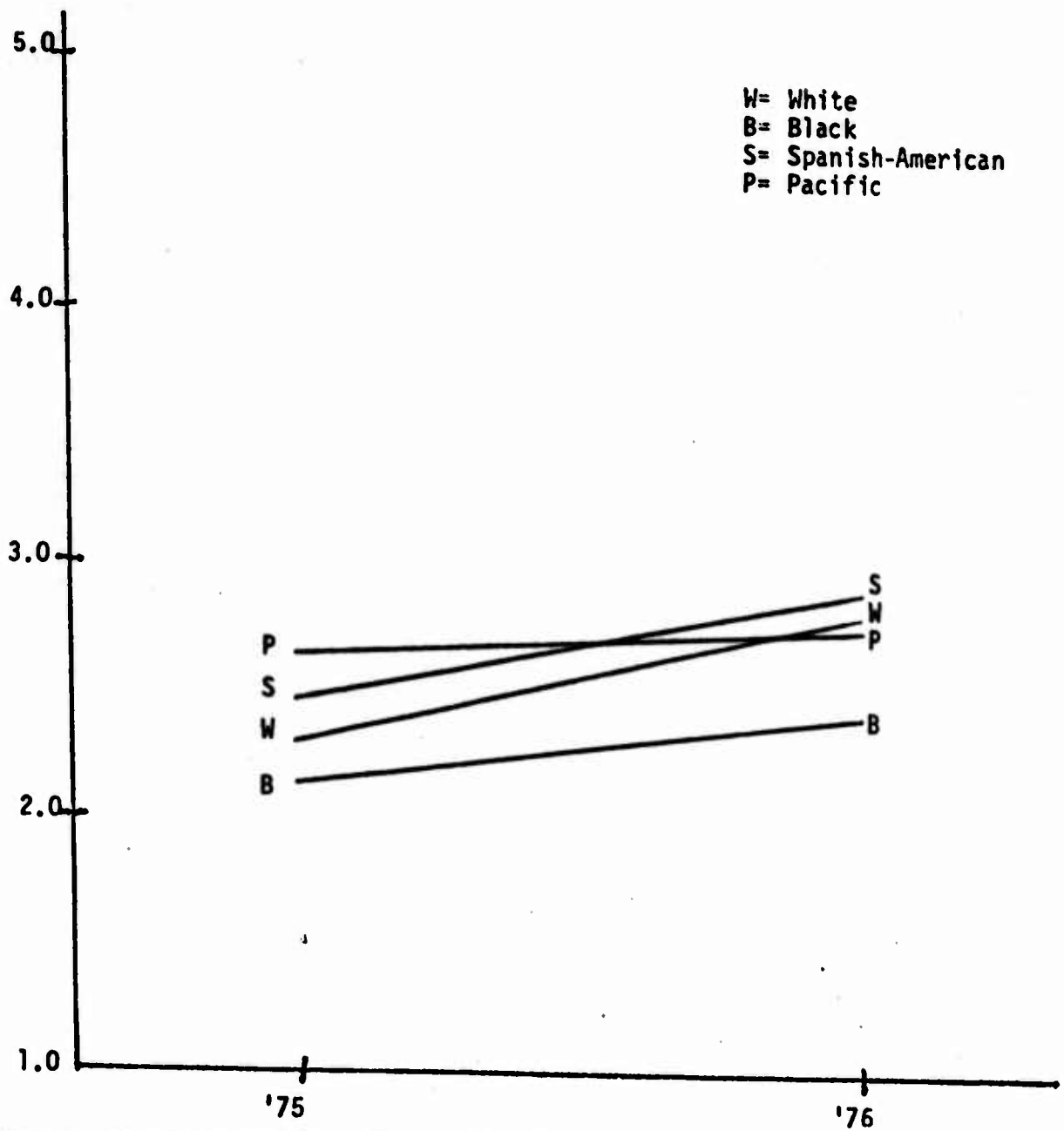


FIGURE 4. Responses to Item 79 as a function of racial/ethnic group and time.

Supervisory Treatment items that dealt with the actions of Black supervisors (Items 80, 90, 94, 96, 100, 101, 103, 105). There were racial differences in the perception of the frequency with which Black supervisors employed discriminatory practices (with Blacks seeing this as occurring less frequently than Whites) but these differences were stable across time.

Self-Segregation (items measuring the degree to which personnel associate strictly with members of their own race). There was a strong consistency in the results of the analyses performed on these items. Of the four items, three showed significant increases in the average level (across all racial/ethnic groups) of perceived occurrence. Thus, in comparison to 1975, Whites were seen in the 1976 data as "sticking together" more frequently, both on the job and off duty (Items 70, 98). There was likewise an increase in the overall perceived frequency with which Blacks spend their off-duty time with just Blacks (Item 87). For each of these items, the increase in the evaluation of frequency was fairly constant across the racial/ethnic groups (see Figure 8).

The final phase in the analysis of the IDB results consisted of the identification of the items for which there was a high reported frequency of occurrence (i.e., had a minimum average response of 3.00). None of the IDB items dealing with System Treatment or Supervisory Treatment met this criterion. All four of the IDB items dealing with self-segregation (Items 70, 87, 92 and 98) and two items dealing with racial harassment (Items 71, 97) met this criterion. Hence, the race-related behaviors seen as being most prevalent in the division are the self-segregation of Whites and of Blacks both on and off duty, and the derogatory remarks made by Whites toward Blacks and by Blacks toward Whites.

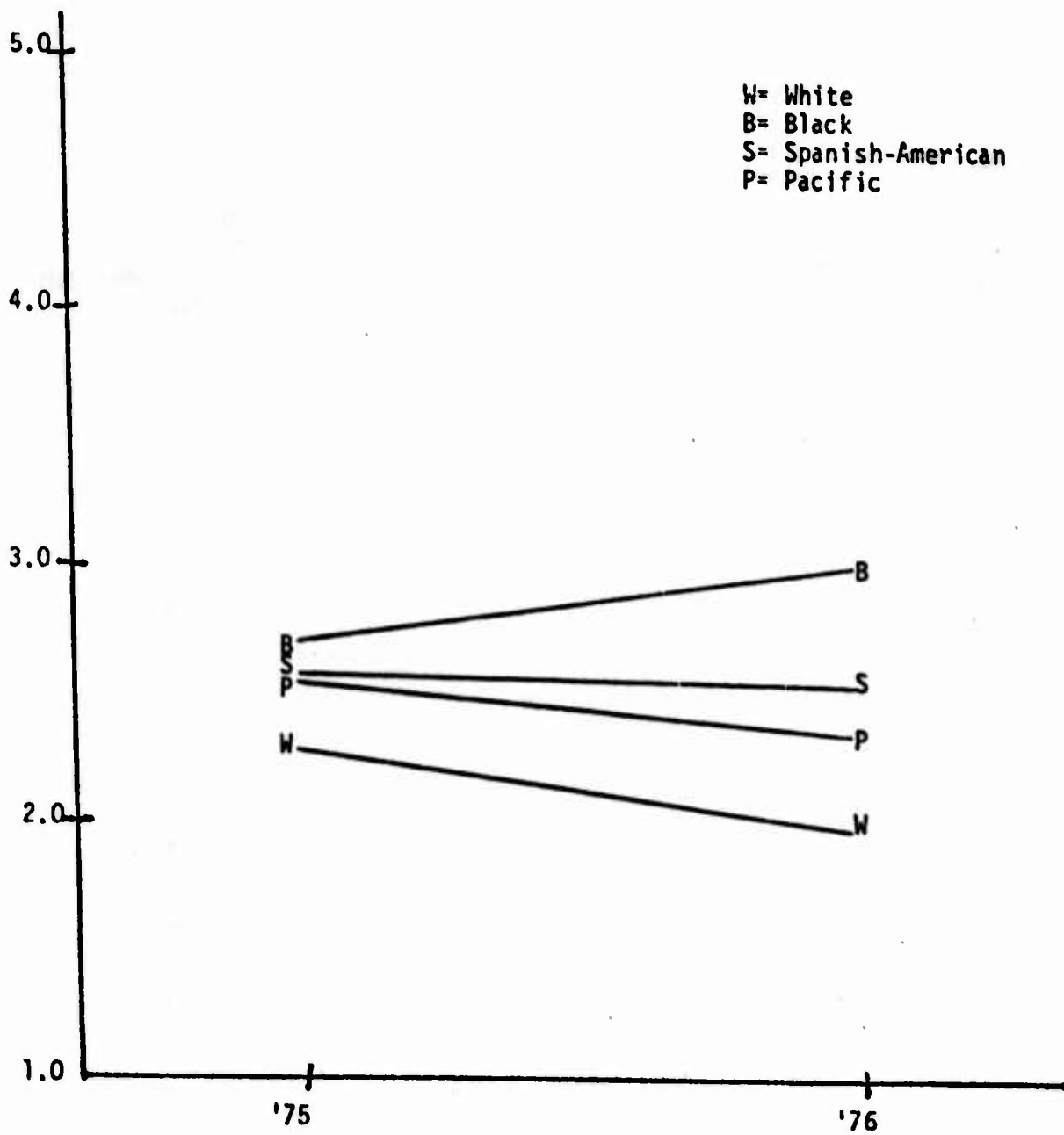


FIGURE 5. Responses to Item 73 as a function of racial/ethnic group and time.

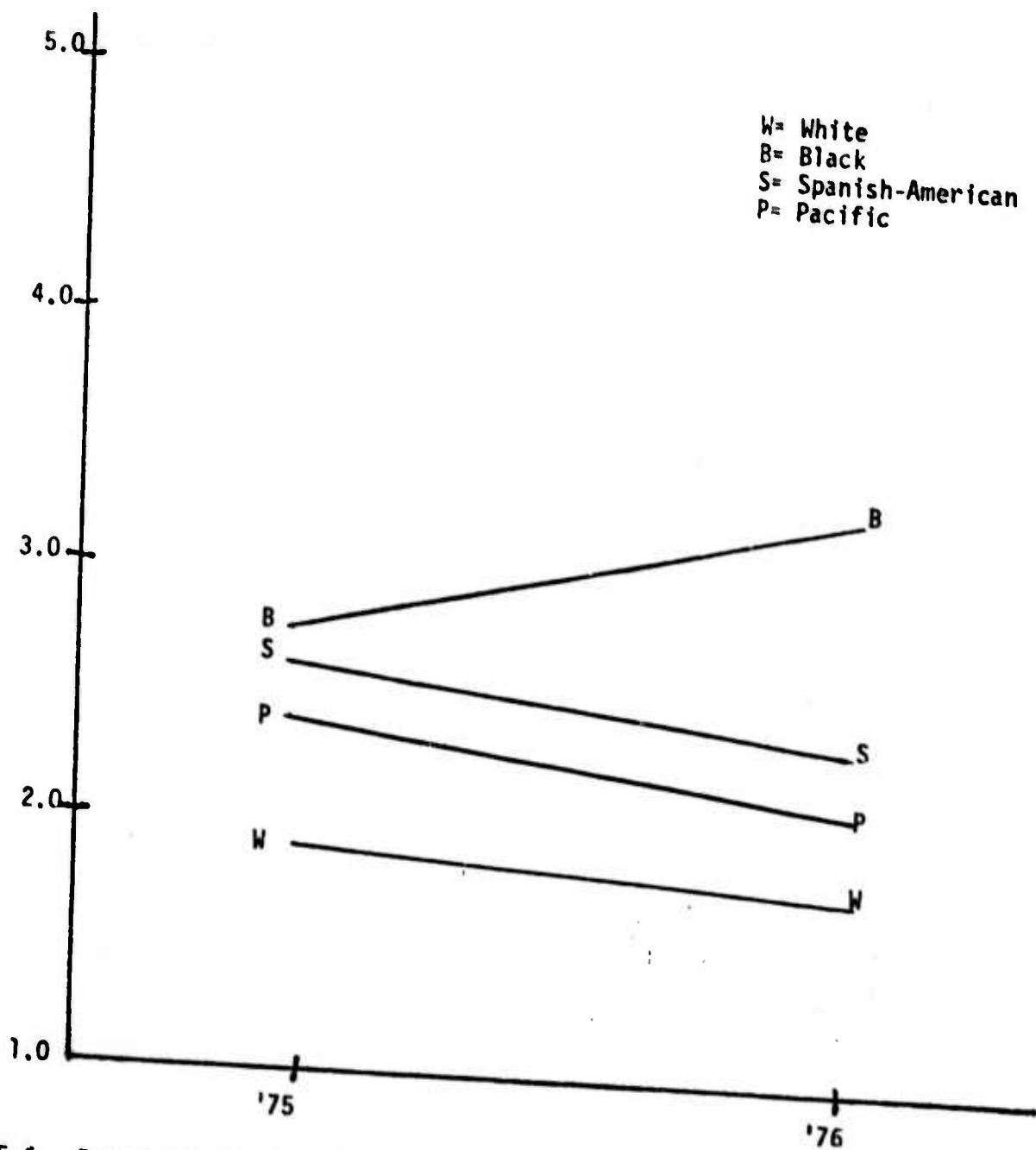


FIGURE 6. Responses to Item 93 as a function of racial/ethnic group and time.

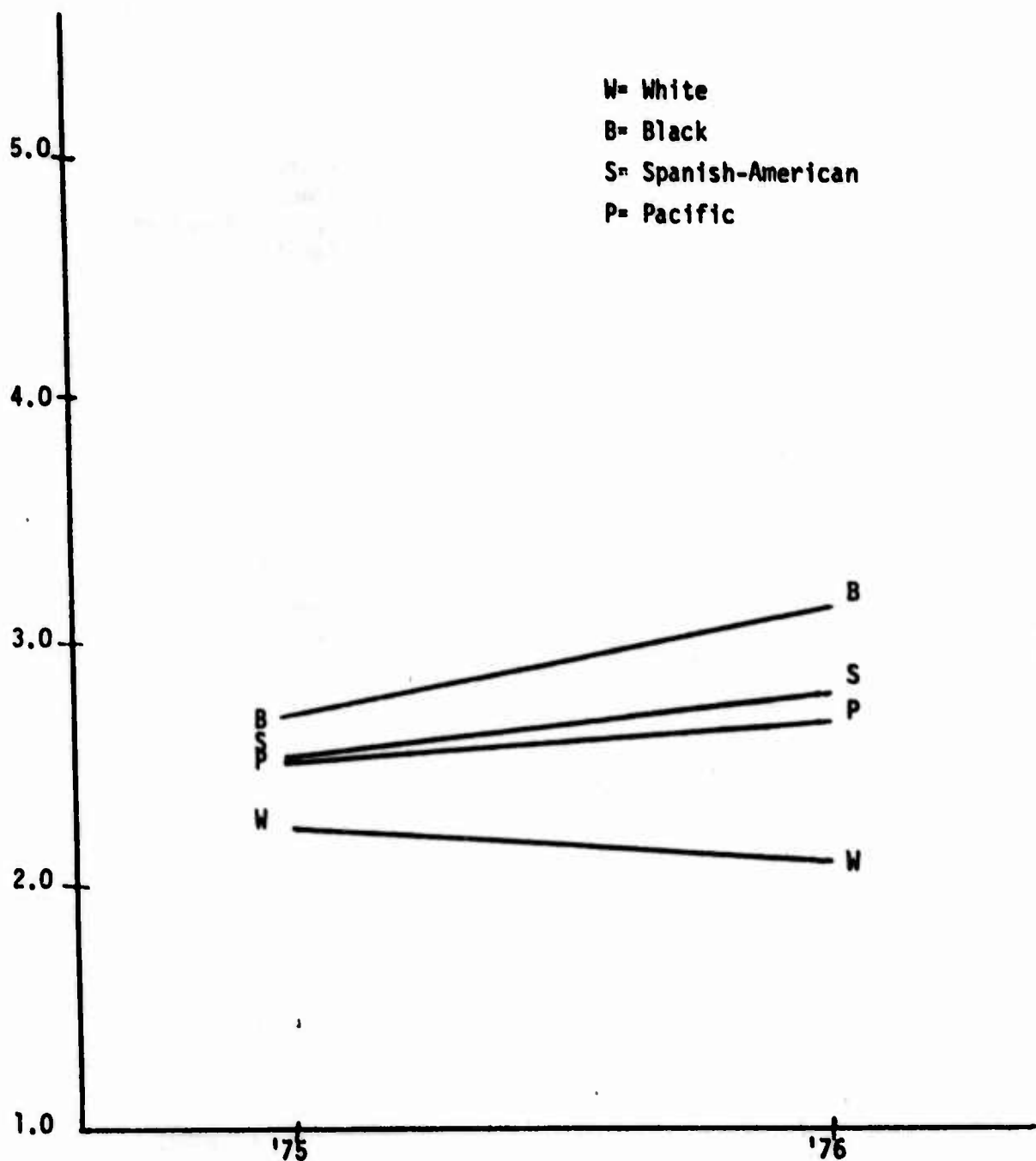


FIGURE 7. Responses to Item 74 as a function of racial/ethnic group and year.

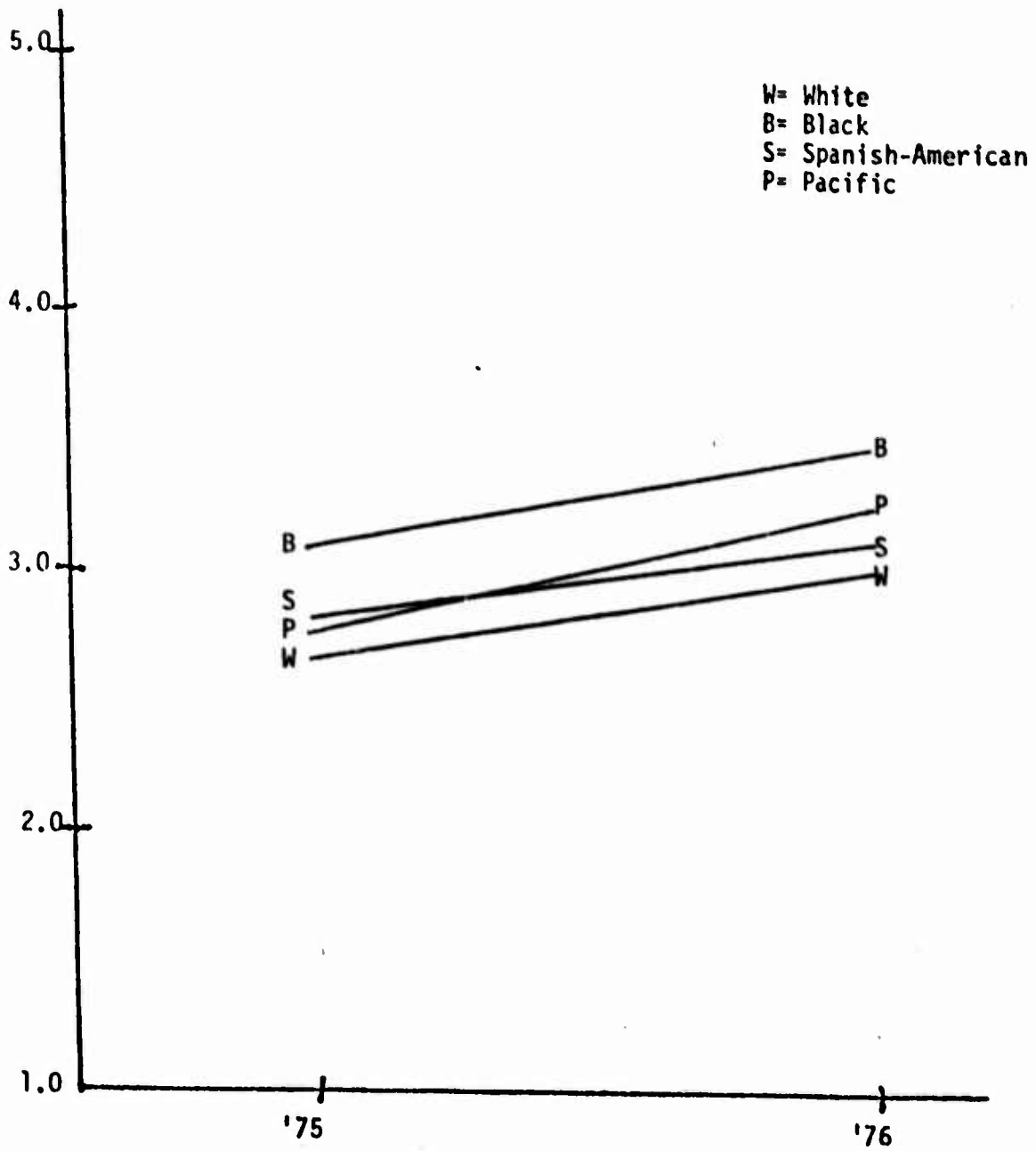


FIGURE 8. Responses to Item 70 as a function of racial/ethnic group and time.

CONCLUSIONS

Overall, the results of the RAPS data indicate that the division under investigation had as moderate a racial climate in 1976 as it did in 1975. Few indicators of racial problems extend beyond the theoretical midpoints of their scales and the general orientation of personnel toward race relations appears good as evidenced by the moderate and stable attitude toward racial interaction (ATI). In addition, very few behaviors which might have an adverse effect on the division's racial climate were reported as occurring with any substantial frequency. Those behaviors so reported were restricted to verbal abuse between the races (often in the form of a "joke") and the perceived inclination of Whites and of Blacks to associate primarily with people of their own race. When Hiatt et al. (1974) examined the potential of the behaviors listed in the IDB for producing interracial tension, these behaviors were not assessed as being high in that potential.

Although the racial climate in the division appears to be in an acceptable range, the data indicate that several problem areas should receive attention. Attitudinal and perceptual shifts in the RAPS findings reflect a growing gulf between the orientations of Blacks and Whites in this division. This problem appears to be centered around the perception among White and Black personnel that their own racial group is the target of discriminatory practices by the Army and aggressive actions by other racial groups. This perception is quite strong and is growing among Black personnel. The pattern of results suggests two areas of special concern in this regard for Blacks: 1) the perceived discriminatory orientation of White Army leaders, and 2) the perceived discriminatory administration of military justice. Among Whites (and among nonblack groups in general) there is a growing perception that the practice of reverse racism pervades Army practices. The nature of the reverse racism measures and of the obtained pattern of results, however, did not permit the identification of any single area of Army life as primarily involved in the growth of this perception of reverse racism, if in fact such a single area exists.

Thus, although the general racial climate in the division appears relatively positive, specific trends in racial attitudes and perceptions exist, which if they continue, could lead to a progressive deterioration of this current racial climate.

APPENDIXES

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B. Average Response to Each RAPS Item According to Racial/ Ethnic Group and Year of RAPS Administration	33

APPENDIX A
RACIAL ATTITUDES AND PERCEPTIONS SURVEY

On your answer sheet, mark your answer
to each of these questions, as follows:

- A DISAGREE STRONGLY**
- B DISAGREE**
- C NEITHER AGREE NOR DISAGREE**
- D AGREE**
- E AGREE STRONGLY**

1. Race relations in the Army have been getting better during the past year.
2. With the same education and skills, Black soldiers get better treatment than Whites.
3. White soldiers and supervisors assume the worst about Blacks in any doubtful situation.
4. Blacks were better off before this integration business got started.
5. White supervisors pay little or no attention to Blacks' complaints about discrimination in the civilian community.
6. Harsher punishments (Articles 15, courts-martial, etc.) are given out to Black offenders than to White offenders for the same types of offenses.
7. Whites who supervise Black supervisors doubt their competence.
8. There is more racial discrimination on this military installation than there is in civilian life.
9. If things continue the way they are going, Blacks will get more than their fair share.
10. Blacks get more extra work details than Whites.
11. I understand the feelings of people of other races better since I joined the Army.
12. The Army is firmly committed to the principle of equal opportunity.
13. After duty hours, soldiers should stick together in groups made up of their race only (Blacks only with Blacks, and Whites only with Whites).
14. The Military Police in the Army treat Blacks worse than they treat Whites.
15. Blacks are trying to get ahead too fast.
16. Whites act as though stereotypes about Blacks were true (for example, all Blacks are lazy).
17. The Army needs race relations programs.
18. Blacks get extra advantages on this installation.
19. It might be a good idea to have all-Black and all-White units in the Army.
20. Trying to bring about racial integration is more trouble than it's worth.
21. If the race problem can be solved anywhere, it can be solved in the Army.
22. There is racial discrimination against Whites on this installation.
23. Whites have a better chance than Blacks to get the best training opportunities.
24. Whites assume that Blacks commit any crime that occurs, such as thefts in barracks.
25. Whites do not show proper respect for Blacks with higher rank.
26. Blacks in the Army are not interested in how Whites see things.

On your answer sheet, mark your answer to each of these questions, as follows:

- A DISAGREE STRONGLY
- B DISAGREE
- C NEITHER AGREE NOR DISAGREE
- D AGREE
- E AGREE STRONGLY

- | | |
|---|---|
| 27. Race relations in the Army are good. | 41. Black power is a dangerous thing. |
| 28. Blacks and Whites would be better off if they lived and worked only with people of their own races. | 42. White supervisors assume that Blacks have hidden motives when they ask for something. |
| 29. The Army is doing all it can to improve race relations. | 43. The Army is trying to improve treatment of Black service men and women in the civilian community. |
| 30. In the Army, I would prefer to live in quarters that are mixed racially. | 44. There is racial discrimination against Blacks on this installation. |
| 31. If my unit had a supervisor of a race different from mine, I would dislike it. | 45. Whites give Blacks good reason to distrust Whites. |
| 32. White supervisors expect Blacks to do poorly on any jobs other than menial ones. | 46. It would be a good thing for Blacks and Whites to hang around together after duty hours. |
| 33. Equal opportunity and treatment regulations are seldom enforced. | 47. A Black in the Army must do more than the average White to make the grade. |
| 34. Whites are not willing to accept criticism from Blacks. | 48. I like people of other races more since I joined the Army. |
| 35. Whites get away with breaking rules that Blacks are punished for. | 49. The Army's equal opportunity programs have been helpful to Blacks in the Army. |
| 36. In my opinion, Blacks and Whites should work in separate groups (all Blacks in one group, all Whites in another group). | 50. White soldiers and supervisors act as though Blacks have to "earn the right" to be treated equally. |
| 37. Blacks and Whites should mix together "only" while they're on duty. | 51. There is serious racial tension in the Army. |
| 38. Our supervisor picks people to do certain details on the basis of their race. | 52. Whites accuse Blacks of causing trouble and starting fights. |
| 39. On this installation, Blacks who work hard can advance as fast as Whites who work just as hard. | 53. Calling attention to racial problems only makes things worse. |
| 40. Some Blacks get promoted just because they are Black. | 54. Blacks frequently cry "prejudice" rather than accept blame for personal faults. |
| | 55. In my unit, Blacks get worse jobs and details than Whites. |

On your answer sheet, mark your answer to each of these questions, as follows:

- A DISAGREE STRONGLY
- B DISAGREE
- C NEITHER AGREE NOR DISAGREE
- D AGREE
- E AGREE STRONGLY

- 56. Most commanders apply the military justice system fairly to Whites but not to Blacks.
- 57. The reason Blacks stick together is to keep out Whites.
- 58. A Black who attends an all-Black school is better off as long as it is just as good as a White school.
- 59. The Army provides a good career opportunity for Blacks.
- 60. Blacks get away with breaking rules that Whites are punished for.
- 61. There should be more close friendships between Blacks and Whites in the Army.
- 62. Blacks assault Whites just because they're White.
- 63. Blacks should stay with their own group.
- 64. Blacks are not willing to accept criticism from Whites.
- 65. On this installation, I have personally felt discriminated against because of my race.
- 66. At stores, bars, theaters and restaurants in the civilian community, I have been treated disrespectfully because of my race.
- 67. Blacks don't take advantage of the educational opportunities that are available to them.
- 68. Blacks give Whites good reason to distrust Blacks.
- 69. Many Blacks have begun to act as if they are superior to Whites.

HOW OFTEN DOES THIS ACTION OCCUR ON THIS INSTALLATION?

On your answer sheet, mark your answer to each of these questions, as follows:

- A = NEVER
- B = SELDOM
- C = SOMETIMES
- D = OFTEN
- E = VERY OFTEN

- 70. Whites on my job stick together.
- 71. I hear Whites on this installation making insulting remarks about the hairstyles, music or food preferences of Blacks.
- 72. I see Blacks on this installation asking that they be treated *better* than Whites.
- 73. I see Whites who work in offices like finance, disbursement, or transportation providing Whites with *better* service than they provide Blacks.
- 74. I see White supervisors looking *more* closely at the work of Blacks than at the work of Whites.
- 75. I see Whites assigned to less desirable living quarters than Blacks of the same grade.
- 76. I see White supervisors giving Blacks *less* credit for good performance than they give to Whites.
- 77. I see White supervisors pass Blacks over for training opportunities for which they are qualified.
- 78. I hear Whites telling racist jokes about Blacks.
- 79. I see Blacks who work in offices like finance, disbursement, or transportation providing Blacks with *better* service than they provide Whites.
- 80. I see Black supervisors pass Whites over for training opportunities for which they are qualified.
- 81. I see Whites receiving discriminatory treatment at military facilities (such as the exchange, commissary, or service club).
- 82. I hear Blacks on this installation making insulting remarks about hairstyles, music or food preferences of Whites.
- 83. I see White supervisors making it easier for Whites to go through the chain of command to present a complaint than they do for Blacks.
- 84. I see White supervisors applying the Uniform Code of Military Justice (UCMJ) and Military Regulations differently to Blacks than to Whites.

HOW OFTEN DOES THIS ACTION OCCUR ON THIS INSTALLATION?

On your answer sheet, mark your answer to each of these questions, as follows:

- A = NEVER
- B = SELDOM
- C = SOMETIMES
- D = OFTEN
- E = VERY OFTEN

- 85. I see Whites wearing ID bracelets, while Blacks are not allowed to wear "slave" bracelets (symbolic Black unity wristbands).
- 86. I see White supervisors paying *more* attention to the requests or suggestions of Whites than they do to those of Blacks.
- 87. During off-duty hours, I see Blacks spending time with just Blacks.
- 88. I see White supervisors judging the work of Blacks in a different way than they do for Whites.
- 89. I hear Whites at this installation refer to Blacks as "those people," or "your people."
- 90. I see Black supervisors looking *more* closely at the work of Whites than at the work of Blacks.
- 91. I hear Whites on this installation using expressions such as "work like a nigger," "free, white and 21," etc.
- 92. Blacks on my job stick together.
- 93. I see Whites getting away with breaking rules that Blacks are punished for.
- 94. I see Black supervisors paying *less* attention to the requests and suggestions of Whites than they do to those of Blacks.
- 95. I see White supervisors assigning Blacks to *worse* work details than they do Whites.
- 96. I see Black supervisors making it *more* difficult for Whites to go through the chain of command to present a complaint than they do for Blacks.
- 97. I hear Blacks on this installation refer to Whites in such terms as "honky," "rabbit," or "beast."
- 98. During off-duty hours, I see Whites spending time with just Whites.

HOW OFTEN DOES THIS ACTION OCCUR ON THIS INSTALLATION?

On your answer sheet, mark your answer to each of these questions as follows:

- A = NEVER
- B = SELDON
- C = SOMETIMES
- D = OFTEN
- E = VERY OFTEN

- 99. I see Whites on this installation asking that they be treated better than Blacks.
- 100. I see Black supervisors judging the work of Whites in a different way than they do for Blacks.
- 101. I see Blacks on this installation getting together in certain situations to harass or exclude Whites from facilities open to all.
- 102. I see Blacks on this installation harassing or excluding Whites from facilities open to all.
- 103. I see Black supervisors judging the work of Whites in a different way than they do for Blacks.
- 104. I hear Whites on this installation refer to Blacks as "nigger," "coon," etc.
- 105. I see Black supervisors on this installation applying the Uniform Code of Military Justice (UCMJ) and Military Regulations differently to Whites than to Blacks.
- 106. I see Blacks assigned to less desirable living quarters than Whites of the same grade.
- 107. I see Blacks getting away with breaking rules that Whites are punished for.
- 108. I see Whites at this installation harassing or excluding Blacks from facilities open to all.
- 109. I see Blacks receiving discriminatory treatment at military facilities (such as the exchange, commissary, or service club).
- 110. I hear Whites on this installation refer to Blacks as "boy."
- 111. I hear Blacks telling racist jokes about Whites.

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Please tell us the following things about yourself.

112. How old are you?

- A. 19 years or less
- B. 20 to 23 years
- C. 24 to 29 years
- D. 30 years or over

113. Highest grade completed in school:

- A. Less than high school graduate
- B. High school graduate or G.E.D.
- C. Some college
- D. College degree
- E. Graduate work or advanced degree

114. How long have you been on active duty?

- A. Less than 1 year
- B. 1 to 3 years
- C. 4 to 9 years
- D. 10 to 15 years
- E. More than 15 years

115. During your off-duty hours now, how often do you have close personal contact with people of other races?

- A. Daily
- B. Weekly
- C. Monthly
- D. Never

APPENDIX B

AVERAGE RESPONSE¹ TO EACH RAPS ITEM ACCORDING TO RACIAL/ETHNIC GROUP AND YEAR OF RAPS ADMINISTRATION

¹For all RPI items (Items 1-69) responses have been scored so that a higher score represents greater agreement to the item stem. Thus, for those items: 1 = disagree strongly, 2 = disagree, 3 = neither agree nor disagree, 4 = agree, and 5 = agree strongly. For IDB items (Items 70-111) responses have been scored so that a higher score reflects that the behavior described in the item is seen as occurring more frequently. Therefore, 1 = behavior never occurs, 2 = behavior seldom occurs, 3 = behavior sometimes occurs, 4 = behavior often occurs, and 5 = behavior always occurs.

Item	1975				1976			
	White	Black	Spanish	Pacific	White	Black	Spanish	Pacific
1	3.02	2.84	2.83	3.10	2.94	2.91	3.19	2.90
2	2.82	2.19	3.12	2.55	2.99	1.75	2.57	2.66
3	2.63	3.20	2.98	3.25	2.36	3.32	2.77	2.52
4	2.36	2.54	2.24	2.55	2.39	2.19	2.51	2.24
5	2.36	3.28	2.57	2.65	2.19	3.38	2.70	2.62
6	2.30	3.21	2.78	2.05	1.82	3.71	2.25	2.14
7	2.11	3.25	2.54	2.35	2.20	3.29	2.59	2.66
8	2.65	2.85	3.09	2.95	2.74	3.11	3.06	3.31
9	3.33	2.60	3.22	3.20	3.27	2.33	3.19	3.17
10	2.00	3.19	2.35	2.65	1.93	3.40	2.64	2.28
11	3.33	3.40	3.39	3.70	3.48	3.74	3.62	3.72
12	3.23	3.22	3.24	3.35	3.31	2.88	3.11	3.72
13	2.21	2.08	2.28	2.00	2.06	2.22	1.83	2.38
14	2.60	3.22	2.65	2.90	2.25	3.36	2.47	2.41
15	2.62	2.17	2.87	3.10	2.93	1.98	3.06	3.35
16	2.54	3.25	2.74	2.80	2.77	3.42	3.13	3.24
17	3.30	3.31	3.59	3.55	3.32	3.99	3.94	3.38
18	2.83	2.35	2.85	2.75	2.90	1.89	2.70	2.79
19	2.49	2.45	2.35	2.35	2.10	2.34	1.87	2.52
20	2.47	2.19	2.35	2.55	2.61	2.50	2.64	3.10
21	3.10	3.34	3.17	3.70	3.04	3.10	3.19	3.14
22	3.10	2.53	2.70	2.85	3.20	2.60	2.43	3.07
23	2.28	2.95	2.63	2.45	2.26	3.57	2.62	2.72
24	2.65	3.21	3.11	2.80	2.39	3.71	3.00	3.31

Item	1975				1976			
	White	Black	Spanish	Pacific	White	Black	Spanish	Pacific
25	2.21	3.16	2.57	2.65	2.11	3.41	2.66	2.31
26	3.05	2.66	3.11	3.20	3.31	2.76	3.40	3.17
27	2.90	2.99	2.80	3.40	2.76	2.87	3.08	3.21
28	2.44	2.01	2.37	2.10	2.33	2.24	2.19	2.55
29	3.21	2.95	3.50	3.30	2.85	2.68	3.28	3.35
30	3.12	3.43	3.37	3.65	3.05	3.25	3.45	3.21
31	2.21	2.32	2.48	2.15	2.05	2.20	1.96	1.90
32	2.21	2.59	2.57	2.45	2.16	3.03	2.40	2.70
33	2.43	2.86	2.50	2.75	2.71	3.44	3.00	3.14
34	2.41	3.14	2.98	3.25	2.62	3.53	3.13	3.07
35	1.84	2.95	2.26	2.70	1.90	3.59	2.40	2.45
36	1.95	2.09	2.02	1.90	2.03	2.17	1.96	2.07
37	2.00	2.15	1.98	1.90	2.14	2.32	1.96	2.24
38	2.13	2.48	2.24	2.40	1.95	2.77	2.30	2.24
39	3.63	2.75	3.41	2.90	4.03	2.88	3.45	3.45
40	2.70	2.09	2.67	2.45	3.01	2.18	2.57	2.38
41	2.66	2.05	2.50	2.90	3.06	2.43	2.64	3.00
42	2.58	2.93	2.48	2.65	2.58	3.32	2.98	2.76
43	2.94	3.12	3.13	2.80	3.25	2.92	3.21	2.86
44	2.40	3.05	2.50	2.70	2.63	3.50	2.93	3.00
45	2.35	3.12	2.63	2.60	2.34	3.58	2.89	2.55
46	3.10	3.19	3.33	3.45	3.40	3.30	3.70	3.52
47	2.38	3.47	2.30	2.50	1.94	3.63	2.36	2.48
48	2.79	3.15	3.07	3.15	3.11	3.40	3.30	3.24

Item	1975				1976			
	White	Black	Spanish	Pacific	White	Black	Spanish	Pacific
49	3.31	3.31	3.61	3.05	3.47	3.20	3.59	3.0
50	2.15	3.12	2.67	2.35	2.26	3.64	2.94	2.6
51	2.95	2.95	3.07	3.30	3.28	3.60	3.38	3.9
52	3.05	3.38	3.35	3.40	2.96	3.71	3.60	3.1
53	2.41	2.55	2.70	2.60	2.79	2.55	2.85	2.9
54	3.35	2.76	3.46	2.95	3.82	2.86	3.51	3.8
55	1.88	2.78	2.11	1.95	1.92	3.11	2.25	2.0
56	2.07	2.72	2.41	2.05	2.07	3.24	2.53	2.4
57	2.96	2.62	2.89	2.75	3.12	2.53	3.09	3.07
58	2.79	2.95	2.67	2.80	2.74	3.05	2.93	2.66
59	3.45	2.87	3.13	3.05	3.80	3.09	3.76	3.35
60	3.60	2.10	2.70	2.45	2.99	1.99	2.62	2.59
61	3.33	3.25	3.59	3.65	3.63	3.56	4.04	3.79
62	2.94	2.40	3.02	3.00	3.16	2.36	3.25	3.24
63	2.29	2.20	1.89	2.00	2.48	1.13	0.90	1.02
64	3.07	2.59	3.24	3.20	3.38	2.97	3.51	3.28
65	2.46	2.71	2.83	2.50	2.90	3.51	3.04	3.21
66	2.03	2.71	2.59	2.50	2.28	2.94	2.62	2.66
67	2.78	2.52	3.02	3.00	2.92	2.64	2.91	2.66
68	2.73	2.29	2.78	2.85	3.12	2.43	2.89	3.07
69	3.00	2.54	3.30	2.90	3.61	2.87	3.59	3.69
70	2.71	3.10	2.83	2.80	3.18	3.46	3.19	3.21
71	2.84	2.88	3.17	3.10	3.07	3.37	3.13	3.10
72	2.68	2.11	2.72	2.80	2.66	2.03	2.57	2.90

Item	1975				1976			
	White	Black	Spanish	Pacific	White	Black	Spanish	Pacific
73	2.21	2.63	2.52	2.50	1.92	2.97	2.49	2.28
74	2.21	2.69	2.50	2.50	2.12	3.17	2.76	2.62
75	1.82	2.03	2.04	2.10	2.01	2.06	2.00	2.07
76	1.60	2.34	2.15	2.00	1.86	3.23	2.34	2.17
77	1.65	2.41	2.04	2.25	1.91	3.18	2.40	2.21
78	2.26	2.30	2.52	2.60	2.77	3.08	3.00	2.66
79	2.20	2.04	2.39	2.55	2.67	2.30	2.79	2.62
80	1.92	1.88	1.85	2.20	2.32	2.13	2.47	2.24
81	2.44	2.13	2.15	2.05	2.14	1.99	1.87	2.03
82	2.68	2.62	2.65	2.80	2.83	2.89	3.00	2.79
83	1.90	2.87	2.33	2.25	1.92	3.24	2.26	2.31
84	2.05	2.80	2.33	2.25	2.02	3.15	2.32	2.17
85	2.07	2.99	2.70	2.25	1.83	2.99	2.19	2.00
86	1.94	2.83	2.26	2.15	1.84	3.24	2.26	2.41
87	3.36	3.11	3.50	3.30	3.88	3.68	3.76	3.90
88	2.23	3.00	2.46	2.75	2.09	3.19	2.51	2.59
89	2.56	3.05	3.22	3.25	2.39	3.49	2.83	2.79
90	2.09	2.56	2.26	2.20	2.25	2.46	2.42	2.21
91	2.68	2.80	3.09	2.80	3.40	2.58	2.66	2.62
92	3.17	3.35	3.09	3.40	3.31	3.39	3.36	3.24
93	1.82	2.74	2.61	2.40	1.77	3.25	2.32	2.07
94	2.23	2.54	2.44	2.25	2.28	2.39	2.38	2.35
95	2.09	2.77	2.24	2.55	1.83	2.95	2.38	1.90
96	2.10	2.42	2.30	2.30	2.11	2.02	2.23	2.24

Item	1975				1976			
	White	Black	Spanish	Pacific	White	Black	Spanish	Pacific
97	3.20	3.30	3.30	3.15	3.20	3.16	3.15	3.14
98	3.18	3.22	3.41	3.40	3.52	3.77	3.49	3.41
99	1.89	2.52	2.28	2.40	1.96	2.60	1.91	1.97
100	2.12	2.49	2.44	2.35	2.17	2.39	2.23	1.97
101	2.75	2.40	3.00	2.85	2.62	2.08	2.68	2.35
102	2.68	2.35	2.63	3.00	2.55	1.94	2.74	2.55
103	2.17	2.49	2.48	2.25	2.11	2.26	2.21	2.03
104	2.70	2.95	2.96	2.70	2.87	2.87	2.96	2.83
105	2.08	2.35	2.33	2.35	2.08	2.29	2.19	1.83
106	2.06	2.62	2.11	2.40	1.68	2.42	1.94	1.90
107	2.59	2.28	2.61	2.55	2.43	1.87	2.21	2.24
108	1.99	2.08	2.11	2.45	1.78	2.26	2.23	1.97
109	2.12	2.49	2.11	2.50	1.70	2.32	2.06	1.79
110	2.60	2.96	2.80	2.85	2.49	3.26	2.87	2.66
111	2.38	2.42	2.59	2.65	2.63	2.63	2.93	3.21